



Staff Attendance Presentation to the Providence School Board

Providence
Schools

Every Student Succeeds Act

- As a new accountability measure, RIDE has embedded Teacher Absenteeism into its ESSA reporting to the federal government.

Nationally 28% of teachers were absent for more than 10 school days in SY15-16 (Civil Rights Data Collection)

- Excessive teacher absenteeism negatively affects student achievement.
- High teacher absenteeism can negatively impact school culture.
- Excessive teacher absenteeism means greater need for substitutes—along with associated costs.

RIDE Star Ratings

RIDE's formula for star ratings includes teacher absenteeism rates

1-3 points are added to a school's score depending on teacher chronic absenteeism rates.

+ 3 points

(Less than 5% teacher chronic absenteeism)

- Bailey Elementary
- Classical High School
- Mt. Pleasant High School

+ 2 points

(From 5% to less than 10% teacher chronic absenteeism)

- Alan Shawn Feinstein Elementary
- Spaziano Elementary
- Robert F. Kennedy Elementary
- Young Woods Elementary
- D'Abate Elementary
- Del Sesto Middle School
- Gilbert Stuart Middle School
- Central High School
- Dr. Jorge Alvarez High School

How Is Teacher Attendance

Civil Rights Data Collection - Teacher Absence

- Counts number of teachers absent more than 10 days.
- Includes sick and personal days.
- Excludes job-related absences.

RIDE - Teacher Chronic Absenteeism

- Counts number of teachers absent more than 10% of school days.
- Includes sick and personal days but excludes long-term excused leaves.
- Excludes job-related absences.
- Excludes absences less than one full school day.
- Excludes teachers who taught fewer than 30 days.

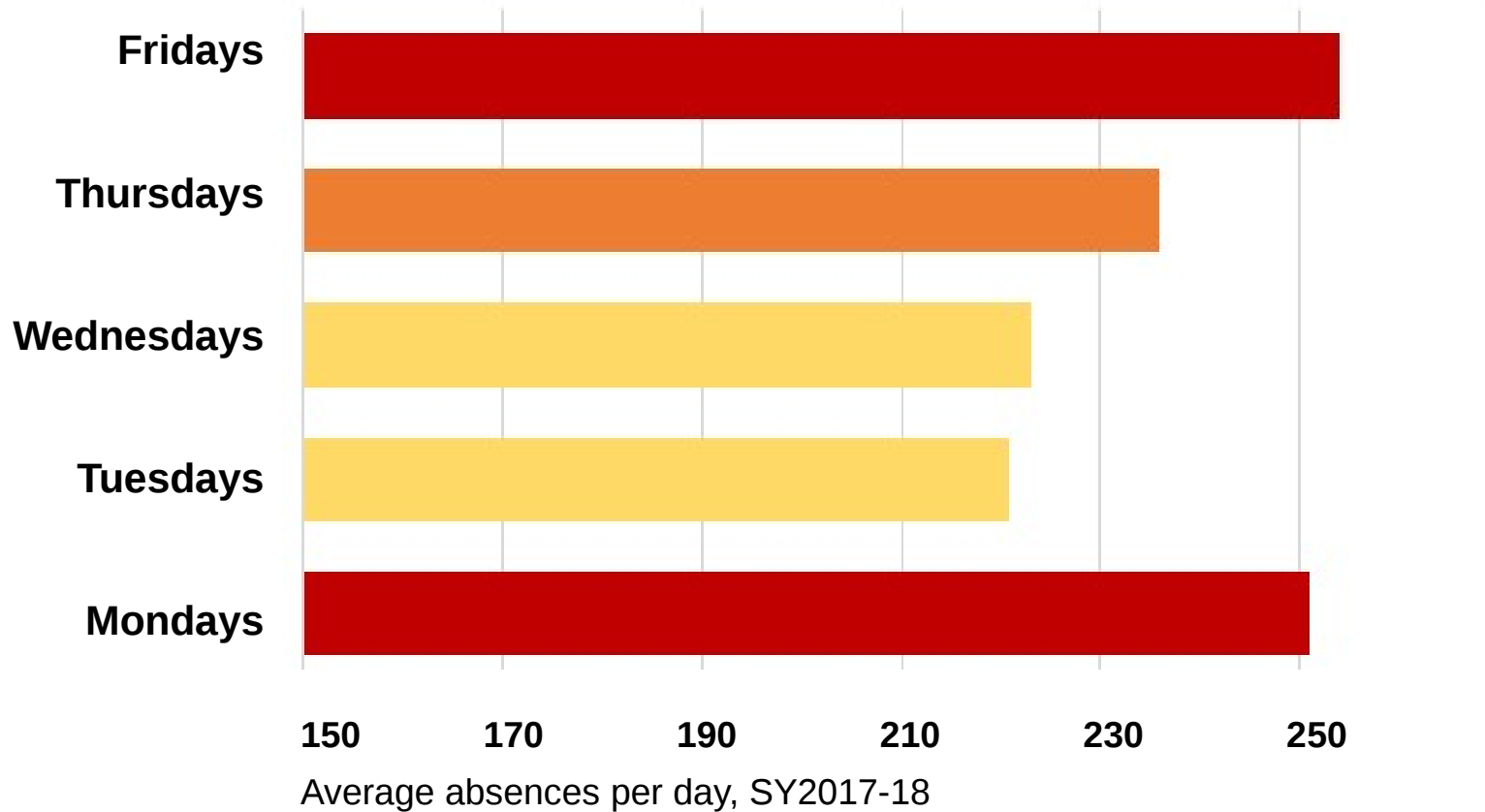
Rhode Island - CRDC Data

- RI had the 3rd highest teacher absence rate in the nation (41%) in SY15-16.
- Providence was ranked 9th highest compared to other RI districts and charters (52.5%).

State	% absent more than 10 days
1. Nevada	50%
2. Hawaii	48%
3. Rhode Island	41%
4. Alaska	40%
5. West Virginia	40%
6. Arkansas	40%
7. Iowa	34%
8. Pennsylvania	34%
9. Virginia	34%
10. Wyoming	34%

RI School District	% absent more than 10 days
1. Central Falls	75.0%
2. New Shoreham	67.0%
3. Davies Career & Tech	65.8%
4. Pawtucket	63.9%
5. South Kingstown	56.1%
6. North Providence	53.2%
7. RI Nurses Institute Middle College	52.6%
8. Cranston	52.5%
9. Providence	52.5%
10. Foster-Glocester	52.3%

PPSD Absenteeism Patterns by Weekday



RIDE Teacher Chronic

Absenteeism by School

Lowest Teacher Chronic Absenteeism

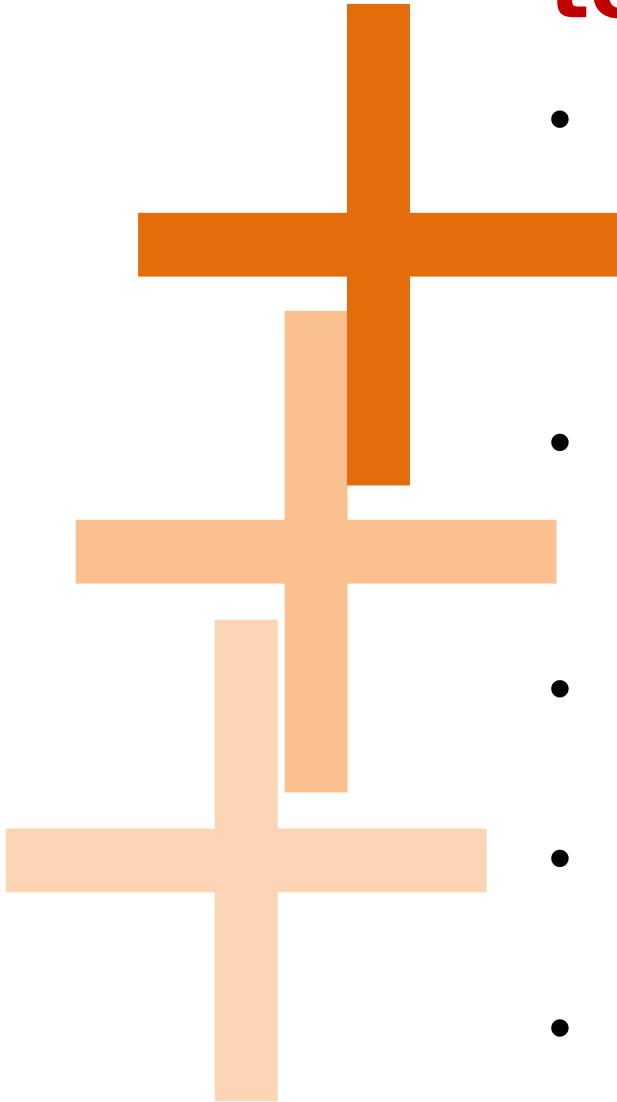
PPSD School	% teachers chronically absent
360 High School	2.8%
Classical High School	2.9%
Robert Bailey Elementary	3.2%
Mount Pleasant High School	4.3%
William D'Abate Elementary	5.0%
Academy for Career Exploration	5.7%
Frank D. Spaziano Elementary	6.9%
Alan Shawn Feinstein Elementary at Broad Street	7.0%
Dr. Jorge Alvarez High	7.3%

Highest Teacher Chronic Absenteeism

PPSD School	% teachers chronically absent
Leviton Dual Language	30.1%
Alfred Lima Elementary	27.4%
Reservoir Avenue Elementary	24.6%
West Broadway Middle School	22.4%
Roger Williams Middle School	22.1%
George J. West Elementary	21.8%
Martin Luther King Jr. Elementary	21.0%
Nathan Bishop Middle School	20.3%
Charles N. Fortes	19.0%

Creating a Positive Culture to Promote Attendance

- Creating a culture that values teachers – curriculum development, landmarks, interim assessments.
- Providing support and growth opportunities – coaching and collaboration.
- Connecting attendance and student performance.
- Collaborating with PTU to identify solutions.
- Encouraging collective accountability.



Current Strategies to Improve Attendance



1. Identified highest absence rates among all staff.
2. Trained school-based management in holding difficult and supportive conversations that reveal barriers to attendance.
3. Trained school-based management on identifying problem attendance patterns.
4. Alerted select staff formally by letter.
5. School-based managers held conversations.
6. Schools are working with HR on weekly attendance alerts.

Next Steps

- Focusing on interventions for schools with highest chronic teacher absenteeism.
- Setting specific school-based attendance goals.
- Each school creating a teacher attendance plan.
- Monitoring attendance goals monthly in School Improvement Plans.
- Publicly sharing teacher attendance data.
- Implementing systems to track and report on attendance by school.
- Using progressive discipline to hold staff accountable.
- Instituting quarterly deep dive of attendance data by school at district level to identify schools of concern and take remedial action

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